

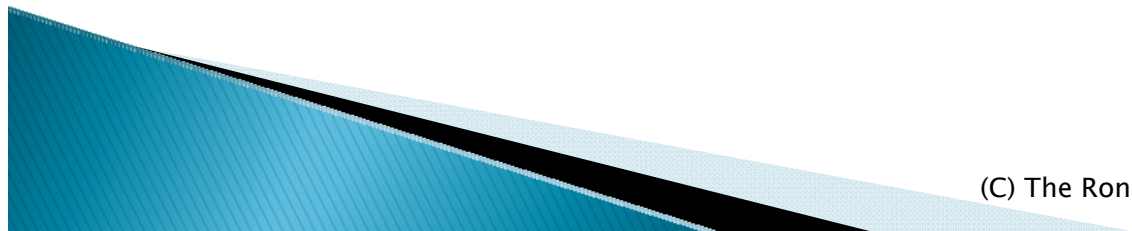
Creating Your Alpha Team in Ten Easy Steps

Presented by Ron Taylor, Principal, The Ron Taylor Group

Have Leader – Need Team

“Teamwork is everyone doing what I tell them to do.”

Michael Winner



The Costs of Poor Leadership

- ▶ Poor leadership results in:
 - \$350 billion per year in lost productivity. (Gallup Poll –2007)
 - Increased health care costs due to stress and associated doctor visits. (Gallup Poll –2007)
 - Greater risk of heart disease and heart attacks. (Study of Swedish workers – 2008)

1. Nurture Trust

- ▶ Nurture individual and corporate trust.
- ▶ Ask for help when you need it.
- ▶ Don't ever compromise.

2. Share the Vision

- ▶ Reinforce it often.
- ▶ Link praise to progress.
- ▶ Link progress to resources.

3. Keep the End in Mind

- ▶ Search for possible collateral damage.
- ▶ Go with your strength.
- ▶ Encourage flexibility.

4. Lead One Person at a Time

- ▶ Pay attention to informal group leaders.
- ▶ Harness diversity.
- ▶ Don't demand respect – give it away.

5. Be the Example

- ▶ Project an image of calm confidence.
- ▶ Admit your mistakes.
- ▶ Never go negative.

6. Confront Problems, Not People

- ▶ Use institutional approach.
- ▶ Ask questions and listen for answers.
- ▶ Take action and move on.

7. Praise Publically

- ▶ Praise 360 degrees.
- ▶ Criticize privately.
- ▶ Demand accountability.

8. Stay in Your Own Lane

- ▶ Act the part.
- ▶ Help other people become winners.
- ▶ Decide whose job you're doing.

9. Empower with Knowledge

- ▶ Err on the side of inclusiveness.
- ▶ Communicate frequently, individually and informally.
- ▶ Connect people to information.

10. Keep Your Sense of Humor

- ▶ Maintain your perspective.
- ▶ Use humor sparingly.
- ▶ Laugh at yourself – never at others.

Thought for the Day

“Few people will remember what you said,
many will remember what you did, but
everyone will remember how you made them
feel.”